

WRDZ-FM – Indianapolis, IN - RADIO DISNEY EEO REPORT

WRDZ-FM 98.3 EEO Report

April 1, 2014

Radio Disney, Plainfield, IN

This annual EEO Report is filed on behalf of WRDZ-FM, 98.3 in compliance with the FCC's EEO reporting requirements. WRDZ-FM is a Radio Disney Group, LLC owned radio station and is located in Plainfield, IN. This report includes information from April 1, 2013, through March 31, 2014, and it will be placed in the Station's Public File and on the Station Information page on RadioDisney.com. The Station had six (6) full time employees as of March 28, 2014.

I. General Job Vacancy Information

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachment A), and Disneycareers.com (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the "Station Information and EEO Reports" page on <http://music.disney.com/radio-disney>. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired between April 1, 2013 – December 30, 2013 and between February 3, 2014 – March 2, 2014 and a total of 440 announcements aired.

II. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

III. Recruiting for Full-Time Open Positions

During the reporting time frame, two (2) positions were posted, and three (3) were filled. One of the positions filled was posted in the prior reporting cycle. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on DisneyCareers.com.

A position of Station Manager was opened February 13, 2014, and was filled on March 19, 2014. Notice of this job vacancy was posted on DisneyCareers.com and distributed to the station's local recruitment contact list (Attachment A). Two candidates were interviewed for the position.

A position of Account Executive was opened May 10, 2013, and filled on August 12, 2013. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com, Indeed.com, SimplyHired.com and GlassDoor.com.

A position of Account Executive was opened on December 18, 2012 which dates back to the previous reporting cycle. The position remained open during the beginning of this reporting cycle, and was filled on August 12, 2013. Notice of the job vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contact list used for this position (Attachment B).

FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for three (3) full-time open positions were conducted. The identity of candidates not hired, but interviewed, has been kept confidential for privacy reasons.

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
2/13/2014	Station Manager	Management	2/10/14	Jennifer Carman	H	3/19/14	Referred by outgoing station manager
	Station Manager	Management	2/26/14	*	NH		Internal candidate

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
12/18/12 outreach and initial interviews began during the last EEO reporting cycle	Account Executive	Sales	1/10/13	*	NH		Disney Careers.com
			1/24/13	*	NH		Disney Careers.com
			2/14/13	*	NH		Client Referral from IU Sports
			2/20/13	*	NH		Disney Careers.com
			2/26/13	*	NH		Referral from Minneapolis Station Manager – Caren Berry
			4/2/2013	Leah Grobey	H	8/12/2013	Disney Careers.com
			4/26/2013	*	NH		Reference Industry Colleague
5/10/2013	Account Executive	Sales	6/6/2013	*	NH		Disney Careers.com
			6/11/2013	*	NH		Career Fair

			6/20/2013	*	NH		Disney Careers.com
			8/8/2013	*	NH		Stopped in to apply
			10/11/2013	Ashley Jeliffe	H	12/2/2013	Previous Client

IV. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participates in the following long-term recruitment measures.

A. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

Indianapolis Career Fair, May 21, 2013, Sheraton Indianapolis City Centre Indianapolis, IN. Tiffany Reid, Promotions Manager attended the career fair. We collected resumes, interviews were conducted and Company Literature and Branded Materials were handed out.

Indianapolis Career Fair, July 17, 2013, Sheraton Indianapolis City Centre Indianapolis, IN. Tiffany Reid, Promotions Manager attended the career fair. We collected resumes, interviews were conducted and Company Literature and Branded Materials were handed out.

Big Dawg Butler Job Fair, September 18, 2013, Butler University, Indianapolis, IN. Tiffany Reid, Promotions Manager attended the career fair. We collected resumes, interviews were conducted and Company Literature and Branded Materials were handed out.

University of Indianapolis Job Fair, September 11, 2013, University of Indianapolis Professional Edge Center, Indianapolis, IN. Tiffany Reid, Promotions Manager attended the career fair. We collected resumes, interviews were conducted and Company Literature and Branded Materials were handed out.

B. Other Menu Options

WRDZ Indianapolis had Promotions Manager, Tiffany Reid attend Management Edge 4/10/2013 – 4/11/2013 in Chicago, IL. This was a management training program

designed to instill key management skill sets including team development, conflict resolution, negotiation and leading through change. These are all skills that will allow this person to qualify for higher level positions.

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

**ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST FOR STATION
MANAGER OPENING**

Organization	Contact	Address	City/State/Zip	Email
Alliance for Women in Media		AWRT National Headquarters 1760 Old Meadow Road, Suite 500	McLean, VA 22102	www.allwomeninmedia.org
Asian Help Services		609 E 29th St., 2nd Floor	Indianapolis, IN 46205	Baikahs@yahoo.com
John H. Boner Community Center	Ben Jones	2236 East 10th Street	Indianapolis, IN 46201	bjones@enn.org
N.A.A.C.P Labor Committee	Crystal Ratcliffe	300 E. Fall Creek Pkwy North	Indianapolis, IN 46205	celliott@indynaacp.org
Center For Leadership Development	Dennis Bland	2425 Dr. Martin Luther King Jr. St.	Indianapolis, IN 46208-5546	dbland@cldinc.org
Hawthorne Center	Dawn Dunderdale	2440 West Ohio Street	Indianapolis, IN 46222	ddunderdale@Hawthornecenter.org
Noble of Indiana	Deb Okotie	12220 Hancock St.	Carmel, IN 46032	deb.okotie@nobleofindiana.org
Concord Center	Dana Orr	1310 South Meridian Street	Indianapolis, IN 46225	dorr@concordindy.org
Flanner House	Gerald Ardis	2424 Dr. Martin Luther King, Jr. Drive	Indianapolis, IN 46208	Gardis@flannerhouse.com
Butler Career Planning & Development	Gary Beaulieu	4600 Sunset Blvd. Atherton Union, Rm 315	Indianapolis, IN 46208	gbeaulie@butler.edu

United Way Hamilton County Office	Joan Isaac	301 E. Carmel Drive Suite E300	Carmel, IN 46032	joan.isaac@uwci.org
Vincennes Career Services		1002 N. 1st St.	Vincennes, IN 47591	jobs@vinu.edu
Indiana Broadcasters Association	Joe	3003 E. 98th Street, Ste 161	Indianapolis, IN 46280	joe@indianabroadcasters.org
Noble of Indiana	Julie Brown	7701 E 21st St.	Indianapolis, IN 46219	julie.brown@nobleofindiana.org
Mary Rigg Neighborhood	Jenna Wachtmann	1920 West Morris Street	Indianapolis, IN 46221	jwachtmann@maryrigg.org
Franklin College Career Services	Kirk Bixler	101 Branigan Blvd	Franklin, Indiana 46131-2623	kbixler@franklincollege.edu
United Way of Central Indiana	Lori Stewart	3901 N. Meridian St.	Indianapolis, IN 46208	Lori.stewart@uwci.org
U Of I Career Services		1400 E Hanna Ave	Indianapolis, IN 46227	ocs@uindy.edu
United Way Hancock County Office	Paula Jarrett	One Courthouse Plaza P.O. Box 714	Greenfield, IN 46140	paula.jarrett@uwci.org
Ohio Center for Broadcasting	Terry Wilson	5330 East Main Suite 200	Columbus, OH 43213	placement.columbus@beonair.com
Urban League of Indianapolis	Pambana Uishi	Sam H. Jones Center 777 Indiana Avenue	Indianapolis, IN 46202	puishi@indplsul.org
Indianapolis National Organization of Women	Sara Hess	P.O. Box 20601	Indianapolis, IN 46220	shess@learnmore.org
United Way Hendricks County Office	Susie Friend	56 Main Street P.O. Box 791	Danville, IN 46122	susie.friend@uwci.org
Goodwill Industries	Virginia Harris	1635 W Michigan St.	Indianapolis, IN 46222	vharris@goodwillindy.org
Indian Black Expo		3145 North Meridian Street	Indianapolis, IN 46208	vkendrick@indianablackexpo.com
Martin University	Yvette Booker	2171 Avondale Place	Indianapolis, IN 46218	ybooker@martin.edu
IU Career Services	Jeremy Edward	625 North Jordan Avenue	Bloomington, IN 47405	
Allen Chapel AME Church	317-638- 9963	629 E. 11th St.	Indianapolis, IN 46202	
Catholic Archdiocese	800-382- 9836	1400 N Meridian St.	Indianapolis, IN 46202	
Community		3724 North	Indianapolis, IN 46236	

Alliance of the Far Eastside		Mitthoeffer Road		
Crooked Creek Multi-Service Center	Helen Lands	2990 West 71st Street	Indianapolis, IN 46268	
Forest Manor Multi-Service Center		5603 East 38th Street	Indianapolis, IN 46218	
Futureworks	Sandra Jones	1635 W. Michigan St.	Indianapolis, IN 46222	
Indianapolis Business Journal		41 E. Washington St., Ste 200	Indianapolis, IN 46204	-
International Business College	Lori Fisher	7205 Shadeland Station	Indianapolis, IN 46256	
Jewish Community Center		6701 Hoover Rd.	Indianapolis, IN 46240	
MLK Community Center	Netetia Walker	40 W. 40th St., 1st Fl.	Indianapolis, IN 46208	
National Council of Negro Women		633 Pennsylvania Ave	Washington, DC 20004	
Southern Christian Leadership		P.O. Box 92544	Atlanta, GA 30314	
Vocational Rehabilitation Program	Theresa Koleszar	402 W Washington St Rm W4	Indianapolis, IN 46204	
Vocational Rehabilitation Program	Dave Christian	219 W. Wayne St	Ft. Wayne, IN 46802	-

ATTACHMENT B - LOCAL RECRUITMENT SOURCES CONTACT LIST FOR ACCOUNT
EXECUTIVE OPENING 12/18/12

Organization	Contact	Address	City/State/Zip	Email
Allen Chapel AME	317-638-	629 E. 11th	Indianapolis, IN 46202	

Church	9963	St.		
Asian Help Services		609 E 29th St., 2nd Floor	Indianapolis, IN 46205	Baikahs@yahoo.com
Boston Career Link	Francisca Fernandes	1010 Harrison Ave.	Boston, Massachusetts 02119	FFernandes@detma.org
Butler Career Planning & Development	Gary Beaulieu	4600 Sunset Blvd. Atherton Union, Rm 315	Indianapolis, IN 46208	gbeaulie@butler.edu
Catholic Archdiocese	800-382-9836	1400 N Meridian St.	Indianapolis, IN 46202	
Center For Leadership Development	Dennis Bland	2425 Dr. Martin Luther King Jr. St.	Indianapolis, IN 46208-5546	dbland@cldinc.org
Christamore House	Shaffon Browder	502 North Tremont Street	Indianapolis, IN 46222	shaffon.browder@christamorehouse.org
Civic Rights Commission		State Office Building 100 N. Senate #103	Indianapolis, IN 46204	https://www.indianacareerconnect.com/
Community Alliance of the Far Eastside		3724 North Mitthoeffe r Road	Indianapolis, IN 46236	
Concord Center	Dana Orr	1310 South Meridian Street	Indianapolis, IN 46225	dorr@concordindy.org
Crooked Creek Multi-Service Center	Helen Lands	2990 West 71st Street	Indianapolis, IN 46268	
Exodus Refugee	Jesamyn Rayman	4550 Central Ave.	Indianapolis, IN 46205	jrayman@exodusrefugee.org
Flanner House	Gerald Ardis	2424 Dr. Martin Luther King, Jr. Drive	Indianapolis, IN 46208	Gardis@flannerhouse.com

Forest Manor Multi-Service Center		5603 East 38th Street	Indianapolis, IN 46218	
Franklin College Career Services	Kirk Bixler	101 Branigan Blvd	Franklin, Indiana 46131-2623	kbixler@franklincollege.edu
Futureworks	Sandra Jones	1635 W. Michigan St.	Indianapolis, IN 46222	
Goodwill Industries	Virginia Harris	1635 W Michigan St.	Indianapolis, IN 46222	vharris@goodwillindy.org
Harrison Indiana Business College	Elizabeth Watkins	550 East Washington Street	Indianapolis, IN 46204	elizabethwatkins@harrison.edu
Hawthorne Center	Dawn Dunderdale	2440 West Ohio Street	Indianapolis, IN 46222	ddunderdale@Hawthornecenter.org
Indiana Black Expo HR	Veronica Kendrick	3145 N Meridian St.	Indianapolis, IN 46208	vkendrick@indianablackexpo.com
Indiana Broadcasters Association	Joe	3003 E. 98th Street, Ste 161	Indianapolis, IN 46280	joe@indianabroadcasters.org
Indiana State Of Workforce Development	Doug Martin	10 N. Senate Ave.	Indianapolis, IN 46204-2201	dwmartin@dwd.in.gov
Indianapolis National Organization of Women	Sara Hess	P.O. Box 20601	Indianapolis, IN 46220	shess@learnmore.org
International Business College	Lori Fisher	7205 Shadeland Station	Indianapolis, IN 46256	
ITT Technical Institute		9511 Angola Court	Indianapolis, IN 46268	sream@itt-tech.edu
IU Career Services	Jeremy Edward	625 North Jordan Avenue	Bloomington, IN 47405	http://www.indiana.edu/~career/
IUPUI Career Services		801 W. Michigan	Indianapolis, IN 46202	http://www.myconsortium.com/iupui-hub/employer/
Ivy Tech College Career Services	Cindy Soliday	One W 26th Street	Indianapolis, IN 46206	http://www.ivytech.edu/indianapolis/careerservices/

Jewish Community Center		6701 Hoover Rd.	Indianapolis, IN 46240	
John H. Boner Community Center	Ben Jones	2236 East 10th Street	Indianapolis, IN 46201	bjones@enn.org
Kaplan College	Tracy Morris	7302 Woodland Dr.	Indianapolis, IN 46278	trmorris@kaplan.edu
Martin University	Yvette Booker	2171 Avondale Place	Indianapolis, IN 46218	ybooker@martin.edu
Mary Rigg Neighborhood Center	Jenna Wachtman	1920 West Morris Street	Indianapolis, IN 46221	jwachtmann@maryrigg.org
MLK Community Center	Netetia Walker	40 W. 40th St., 1st Fl.	Indianapolis, IN 46208	
N.A.A.C.P. Labor Committee	Crystal Ratcliffe	300 E. Fall Creek Pkwy North	Indianapolis, IN 46205	celliott@indynaacp.org
Nashville Business Journal		1800 Church St. #300q	Nashville, TN 37203	http://bizjournals.ontar.getjobs.com/jobposting.asp?market=nashville
National Council of Negro Women		633 Pennsylvania Ave	Washington, DC 20004	
Noble of Indiana	Julie Brown	7701 E 21st St.	Indianapolis, IN 46219	julie.brown@nobleofindiana.org
Noble of Indiana	Deb Okotie	12220 Hancock St.	Carmel, IN 46032	deb.okotie@nobleofindiana.org
Ohio Center for Broadcasting	Terry Wilson	5330 East Main Suite 200	Columbus, OH 43213	placement.columbus@beonair.com
Purdue CCO		1904 Stewart Center	West Lafayette, IN 47907	https://www.cco.purdue.edu/Common/CCOExpress.shtml
Southeast Community Services	Rodney	901 South Shelby Street	Indianapolis, IN 46203	rodneyb@southeastcommunityservices.org
Southern Christian Leadership		P.O. Box 92544	Atlanta, GA 30314	
The Damien Center Career	Michelangelo McClendon	26 N Arsenal Ave	Indianapolis, IN 46201-3808	mmcclendon@damien.org
The Indianapolis Star	Charles Bates	307 N. Pennsylvania Ave	Indianapolis, IN 46202	http://indystar.gannettonline.com/careerbuilder/employers04/recruitm

				ent.html
U Of I Career Services		1400 E Hanna Ave	Indianapolis, IN 46227	ocs@uindy.edu
United Way Hamilton County Office	Joan Isaac	301 E. Carmel Drive Suite E300	Carmel, IN 46032	joan.isaac@uwci.org
United Way Hancock County Office	Paula Jarrett	One Courthouse Plaza P.O. Box 714	Greenfield, IN 46140	paula.jarrett@uwci.org
United Way Hendricks County Office	Susie Friend	56 Main Street P.O. Box 791	Danville, IN 46122	susie.friend@uwci.org
United Way of Central Indiana	Lori Stewart	3901 N. Meridian St.	Indianapolis, IN 46208	Lori.stewart@uwci.org
Urban League of Indianapolis	Pambana Uishi	Sam H. Jones Center 777 Indiana Avenue	Indianapolis, IN 46202	puishi@indplsul.org
Wilson College Court Reporting		5425 S. East St.	Indianapolis, IN 46227	